



Position Description

Position title:	Field Leader
Reports to:	Field Delivery Manager - Southern
Business unit:	Network Services
Employment category:	Contract (Employment Agreement)

About CitiPower and Powercor

As electricity distribution companies we provide safe, reliable and affordable power to 1.9 million Victorian customers. We use our network of poles, wires and infrastructure to bring power to homes and businesses across almost 65% of Victoria — that's more than 120,000 kilometres of wires and 850,000 poles.

But we do so much more than manage poles and wires. We're also the gateway to a clean energy future, dedicated to finding solutions and harnessing new technology to benefit our customers, communities and the environment. This includes industry leading projects in community batteries, demand management, smart charging for electric vehicles (EVs) and microgrids.

And as more customers choose solar, batteries, EVs and smart appliances — the electricity system is becoming increasingly complex, and so too is the level of innovation required to manage it.

About the Network Services team you'll be part of

Network Services is a 24x7 operation, constructing and maintaining electrical infrastructure and responding to faults and emergencies at all hours throughout the CitiPower and Powercor electricity distribution networks. The team is responsible for design, project management, workforce management, field construction and supply chain and logistics management. Functional teams include network control and operations, major projects, maintenance, field services, design and customer programs and works delivery management.

Our core values



Live safely



Improve our business



Be customer and community minded



Be the best you can be



Succeed together

Purpose of the position

The role involves managing the delivery of overhead and underground works programs—including construction, maintenance, and restoration activities—assigned to the workgroup. This includes leading a team of employees, contractors, and service providers with specialised technical skills in both overhead and underground systems. The position is responsible for ensuring that all work meets network service standards and client requirements, with performance measured across key metrics such as health and safety, environmental compliance, schedule adherence, quality, and cost efficiency.

Your key responsibilities

Local Leadership for a team of OH/UG employees and resources

- Lead multi-discipline lines teams (including resource partners) on electrical construction projects
- Ensure the effective utilisation of resources to meet timeline, quality, HSE, network reliability and cost targets
- Provide local operational leadership for the site and manage related customer and stakeholder communications (enquiries, complaints, issues etc.)
- Support network services projects/programs in other locations as required
- Monitor and oversee local inventory, stores and logistics requirements including supervision of Supply Chain Field Officers
- Lead the implementation of improvement programs and drive innovation in all parts of the workplace
- Manage and communicate process, technology and organisational change at the field operations level
- Support business planning initiatives including HSE, network reliability, human resources, sub-contract, financial and operational functions.

Project Performance Management

- Provide oversight for project scoping, planning, materials management and resolution of technical issues
- Ensure delivery of construction projects within schedule, cost, HSE and quality requirements
- Minimise degree of project rework either during or on completion of project
- Manage overtime and stand-downs to meet workload requirements whilst balancing corporate financial and HR requirements
- Resolve technical or project delivery issues, otherwise escalate/raise to Field Operations Manager

People & Performance Management

- Support the hiring process for operational and field roles
- Manage people and culture issues including performance management
- Develop capabilities of the resources in terms of technical skills and behaviours to meet current and future workload requirements

Health, Safety and Environment (HSE)

- Be a strong role model and champion of our HSE values and commitment to safety
- Implement and ensure compliance to HSE standards as set by company, client and statutory policies
- Investigate and report incidents · Implement risk reduction, safety and environment initiatives

What you'll bring to the business

Education / Qualifications:

- Management or leadership related qualification or equivalent demonstrated experience in field leadership roles
- Qualifications / Certification in an electrical distribution trade

Knowledge:

- Minimum of 3 years' experience as a team leader or workgroup leader

Experience:

- Previous experience in construction, maintenance and technically related activities related to the electrical network
- Distribution construction or design experience would be desirable
- Previous experience in Project / Contract Management with the ability to apply project management principles in an electrical distribution construction environment
- Technical understanding and working knowledge of overhead and underground electrical distribution assets, construction and maintenance operations
- Ability to build a job from a written construction file, ensuring related quality, cost and timeframes are met
- Commercial acumen needed to effectively monitor and manage project performance
- Working knowledge of construction and field services management techniques for improving construction performance in aspects of HSE, cost, schedule, quality compliance
- Demonstrated problem solving skills with the ability to think laterally and use initiative.
- Proven communication and coaching skills - ability to coach, support, direct and delegate construction team members appropriately
- Advanced leadership skills to build the credibility and trust amongst members of the construction project teams

The skills and competencies you'll have

'Thought' competencies

1. Decision Quality: Considers various points and uses good judgement to make decisions and recommendations, knowing when to act or escalate
2. Strategic mindset: Seeing ahead to future possibilities and translating them into breakthrough strategies
3. Manages complexity: Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems

'Result' competencies

1. Action oriented: Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
2. Being resilient: Rebounding from setbacks and adversity when facing difficult situations
3. Ensures accountability: Holding self and others accountable to meet commitments

'People' competencies

1. Builds effective teams: Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals
2. Attracts top talent: Attracting and selecting the best talent to meet current and future business needs
3. Manages conflict: Handling conflict situations effectively, with a minimum of noise

'Self' competencies

1. Courage: Stepping up to address difficult issues, saying what needs to be said
2. Instils trust: Gaining the confidence and trust of others through honesty, integrity, and authenticity
3. Manages ambiguity: Operating effectively, even when things are not certain or the way forward is not clear

'Leadership' competencies

1. Manage self: Willing and able to assess and apply own skills, abilities and experience. Being aware of own behaviour and how it impacts on others.
2. Take the lead: Taking the lead and pushing for performance. Take charge, declaring, decisive. Push, hold people accountable.
3. Enable others: Creates conditions for others to lead and contribute. Empowers others. Listens, open to influence. Supports, treats people well.
4. Strategic focus: Position your team for the future. Set direction, drive improvements and growth, embrace innovation.
5. Execution and results: Position your team for the future. Set direction, drive improvements and growth.

Other relevant information

- A pre-employment medical / physical assessment may be required
- Availability duty will be required
- Travel to other work locations / sites may be required
- Direct reports - FTE direct reports: 0 Contractor direct reports: Varies